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stable insurance future.

## MINUTES

Approved

**Greater Tompkins County Municipal Health Insurance Consortium  
Joint Committee on Plan Structure and Design  
March 6, 2014 – 2 p.m.  
Old Jail Conference Room**

***Present:***

***Municipal Representatives: 8 members***

Judy Drake, Town of Ithaca; Michael Murphy, Village of Dryden; Brooke Jobin, Tompkins County; Schelley Michell Nunn, City of Ithaca (arrived at 2:25 p.m.); Laura Shawley, Town of Danby (arrived at 2:27 p.m.); Jennifer Case, Town of Dryden; Betty Conger, Village of Groton; Carissa Parlatto, Town of Ulysses

***Municipal Representative via Proxy: 1***

Don Barber, Town of Caroline

***Union Representatives: 7 members***

Scott Weatherby, TC3 Staff Unit CSEA Vice President; John Licitra, Town of Ithaca, DPW – Teamsters; Olivia Hersey, TC3 PAA; Matthew Skeval, Tompkins County Road Patrol; Doug Perine, Tompkins County White Collar Unit President; Phil Van Wormer, City of Ithaca Admin Unit #8901-01; Tim Farrell, City of Ithaca DPW Unit

***Union Representative via Proxy: 4***

Jerry Wright, Cayuga Heights Police PBA; Steve Makala, Town of Lansing Teamsters; Steve Wright, Tompkins County Blue Collar Unit; James Bower, IUOE Local 158, District 832 Bolton Point

***Others in attendance:***

Steve Locey, Judy Taber, Locey & Cahill; Margaret Gannon, CSEA Health Benefits Department; Sharon Dovi, TC3; Ashley Ahmadijpour, ProAct; Beth Miller, Excellus

**Call to Order**

Mr. Weatherby, Chair, called the meeting to order at 2:04 p.m.

**Chair's Report**

**Flex Spending Account and Employee Assistance Program Agreement Update**

Mr. Locey said meetings have been held with EBS RMSCO about the Flex Spending Account agreement that is being put forward to the Consortium for all entities to have an opportunity to access; details are still being worked out. He reported they have proposed a COBRA administration where they would take on responsibility of all the notices for HIPPA compliance for COBRA, credible coverage, and billing. This will be available to any interested

municipality effective January 1, 2015. They are still in the process of setting up meetings on the Employee Assistance Program.

Medicare Supplement Update

Mr. Locey re-distributed information on medical and drug options for a Medicare Supplement plan and said he would like the Committee to make a recommendation to the Board of Directors for approval of plan options. He said the overall governance of the Consortium lies with the Board of Directors. There are a number of subcommittees that are involved and although the work of each is important the committees have no decision-making authority; therefore, anything done by any of the committees has to be in the form of a recommendation to the Board of Directors. He believes it is the consensus of this Committee that members would like to offer a Medicare Supplement program as an option through the Consortium and in order to make it available it needs to move out of the Committee process. He noted that it would only be an option that would be available to employers.

Mr. Locey said they are recommending a Medicare Supplement Plan for 2015 at a rate of \$215 per contract per month and five prescription drug options with a rate presented to be associated with each.

It was MOVED by Ms. Drake, seconded by Mr. Farrell, to recommend the proposed Medicare Supplement Plan and Prescription drug options be forwarded to the Board of Directors for consideration.

Ms. Hersey asked how this would impact the active population. Mr. Locey said they believe there would not be a negative impact on the active population by doing this. He noted their recommendation is that employees could take the medical plan only and opt to take a Medicare Part D drug program or the Medical and Prescription Drug Plan collectively but could not take the active's Prescription Drug Plan only. They are also not making any recommendation on how employers would offer this plan because of the various ways in which plans are currently being offered by employers. Mr. Locey also noted the plans are subject to approval by the State.

Ms. Nunn arrived at this time.

Ms. Jobin referred to the total premium for each of the prescription drug plans presented and asked where the federal health care levels fall within the spectrum. Mr. Locey said he will score each of the plans and provide that information.

Mr. Lictira noted the range of the plans and asked if all of the presented prescription plan options could be provided to retirees. Mr. Locey expressed concern from a management perspective of having too many different plans and rates. He said it could be done but they would prefer one plan per employer.

Ms. Shawley arrived at this time.

Mr. Locey said with the Affordable Care Act they have to apply out-of-pocket maximums to all of the plans so there would be a capping mechanism at \$6,350 for individuals and \$12,700 for families inclusive of deductible and co-pay amounts globally.

The motion to recommend the Medicare Supplement Plan to the Board of Directors was approved unanimously by members present.

## **Plan Development**

Mr. Locey said in looking towards the future and in response to the Affordable Care Act and the employer mandate some employers have said they want to have an option available for full-time employees who are not currently offered coverage that is in addition to existing plans. The plans would be available for all parties to negotiate but would not replace anything that is currently being offered. They would like to see that the Consortium has other available plan designs in terms of tools for municipalities and collective bargaining units other than existing plan designs that can be used. He distributed plan options for the Committee to consider when thinking about the next step in the evolution of available health insurance options. He said it is important that this Committee be involved in that process as much as possible. The plans presented are Blue Cross Blue Shield plans that are already available but are not Consortium plans. It was noted that regardless of what additional plans are approved for the Consortium collective bargaining agreements cannot be overridden.

Mr. Licitra suggested another option that could be offered would be to offer standard plan options but to also encourage each municipality to offer medical insurance buy-out plans. Ms. Hersey asked for information showing the plans currently being offered and what the differences are between the new plan options presented.

*It was the consensus of members present to move forward with developing a menu of different plan options under the umbrella of the Consortium that could be considered during negotiations.*

This subject will remain on the agenda for future meetings. Mr. Locey asked that members give thought to what they would like to see move forward. Mr. Licitra suggested that there be consideration and encouragement in consolidating some of the existing plan options.

### **Recertification Process**

Mr. Locey said something that was not initially done with the Consortium that should be done and was identified in the audit process was a complete re-evaluation of the enrollment process. At this time each employer has its own way of enrolling members and making changes. There is a need to standardize the process to make sure everyone is following the same rules and also a process for periodically updating the information. He distributed an Excellus enrollment form and a draft guideline for the eligibility verification form for the Consortium.

The Audit Committee is recommending the Board of Directors adopt this process and forms requiring documentation for everyone to follow on May 1, 2014 for new hires and at some point in 2015 a full re-enrollment process would be done.

Ms. Hersey said she has heard concerns about the time period, what would happen if employee did not do this, what would happen if people were found on the plan who should not be covered, and what the impact would be of that. Mr. Locey said there would be ample notice provided to everyone as well as an amnesty period for individuals to make changes with no questions asked. If it was found out after that period they could be subject to claims exposure in terms of cost.

Mr. Licitra expressed concern over the administrative burden this will place on health insurance clerks and suggested a re-certification be done every five years instead of every three years as suggested. The importance of there being open communication with employees was stressed.

### **Report from Subcommittee on Bylaw Changes**

Ms. Hersey said Don Barber, Chair of the Board of Directors, had some comments about the bylaws and has suggested changes that are being reviewed.

Mr. Licitra summarized changes and members supported moving forward with a draft at the next meeting to include the following proposed changes to the bylaws:

*A. The Joint Committee will follow Roberts Rules of Order to conduct the standard order of business. Each proxy votes shall be read aloud at the beginning of each meeting and it will be announced if quorum is met.*

*B. Approval of quorum, agendas, recommendations to Board, etc. must have a minimum of 5 municipal members and 10 labor representatives (ratio).*

*A. Union members will conduct a majority vote to select the Chair of the Joint Committee in December; no term limits for the Chair person.*

*A. The Chair of the Joint Committee will name 2 union alternates to the Board of Directors and will coordinate to ensure good faith attendance at the Board of Directors meetings.*

The following additional changes were suggested:

*10. Remove reference to the meeting time.*

*7. Add language that the Chair of the Joint Committee shall name two union alternates to the Board of Directors to ensure there is good faith attendance at the Board of Directors' meetings.*

*Add language to select a Vice Chair of the Committee;*

Mr. Locey suggested the Committee hold a reorganization meeting in December.

### **New Business**

Ms. Ahmadijpour reported at the last meeting the Board of Directors approved moving forward with a Consortium-wide flu clinic in 2014 that will be administered by ProAct. Ms. Miller reported the Owing Your Own Health Committee is pursuing a pilot/demonstration program of the Blue4U program to see if that program would be a viable program that would work for the Consortium in the future.

### **Old Business**

There was no old business.

### **Meeting Location**

The next meeting will be held in the Old Jail Conference room. The Health Department Conference room has been confirmed from May thru the end of the year.

Joint Committee on Plan Structure and Design  
March 6, 2014

**Approval of Minutes of February 6, 2014**

The minutes of February 6, 2014 were deferred to the next meeting due to there no longer being quorum as members had already left the meeting.

**Adjournment**

The meeting adjourned at 3:43 p.m.

Respectfully submitted by Michelle Pottorff, Administrative Clerk